

COOK INLET
TRIBAL
COUNCIL, INC.

THE PEOPLE

STRENGTH THROUGH LEADERSHIP

*a quarterly review of social service programs
for the people of the Cook Inlet Region*

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NATIVE HIRE:

A PRIORITY FOR THE NONPROFIT SERVICES CENTER

It is important to Cook Inlet Tribal Council, Inc. and its Board of Directors to not only build a new home for programs and services but to also follow through with our commitment to Native hire in the construction of the Nonprofit Services Center.

construction projects and shows that high Native utilization rates are possible if you prioritize.

Davis Constructors works closely with local unions and continually communicates their preference for

Native hire within the trades working on the building.

Throughout the project, CITC has worked closely with the primary contractor, Davis Constructors and Engineers, Inc., to ensure the highest rate of Native hire possible. Davis alone has an average Native hire rate of 56 percent, and works closely with many Native-owned subcontractors.




Native hire has been a priority on the construction of the Nonprofit Services Center

Those working on this project include DOWL Engineers, Statewide Electric, Slana Surveyors, and Rainproof Roofing.

CITC President & CEO Gloria O'Neill hopes that this project will be a model to show that making Native hire a priority is a leadership standard that we all must achieve. It takes true commitment by everyone involved.

"Having Alaska Natives construct the new building for the Native community is the right thing to do," said Mac McCoy, the project coordinator for the new building. McCoy points out that this project sets an example for other

To view a live shot of the construction of the building, log onto the CITC website at www.citci.com and click on the live web cam link from the home page. 

CITC BOARD OF DIRECTORS

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appointed by CIRI

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appointed by CIRI

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appointed by
Eklutna, Inc.

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Christine Kashevarof
appointed by CIRI

Harriet Kaufman
appointed by
Native Village of Tyonek

Patrick Marrs
appointed by CIRI

Rita Smagge
appointed by
Kenaitze Indian Tribe IRA

Michael Tucker
appointed by
Knik Tribal Council

MESSAGE FROM THE PRESIDENT

Native Hire

Dear Friends,

At Cook Inlet Tribal Council, Inc. we firmly believe that how we do business is just as important as what we work to achieve. You'll remember that our mission is to work in partnership with Our People to develop opportunities that fulfill Our endless potential. That means everything from offering the most advanced treatment for the challenges of substance abuse and addiction to helping our young people broaden their educational horizons. It also means running our organization in a way that is in accord with our most basic vision: self-determination. It's important to us that we control our own destinies, and hiring Alaska Natives is one way we uphold that vision.

As you probably know, a commitment to hiring from within our community is formalized as CITC policy. Every job description made available through our Human Resources office contains an affirmative statement of our preference for hiring qualified Alaska Native and American Indian personnel. Each and every staff member, Alaska Native or otherwise,

brings unique talents and skills to the table. By placing a strong emphasis on recruiting and retaining talented Alaska Native individuals to serve on our staff, we remain true to our mission.

In recent years, CITC has succeeded in drawing talented Alaska Natives into

leadership positions. Still, we recognize that CITC must progress in this area. To that end, I am pleased to report on the ways in which CITC is emphasizing a strong Alaska Native representation within our staff. To promote a climate of continuous learning, professional growth and Native hire, the leadership team is cultivating this process through the

identification and mentoring of Alaska Native staff. In an effort to build this diverse pipeline of talent and skills, CITC offers specialized training and educational opportunities through our Native Intern Program.

The new strategic intention, recently approved by the Board of Directors, commits to developing a philosophy statement on Alaska Native hire. This philosophy statement will be developed and articulated by key



Gloria O'Neill
CITC President/CEO

Continued on page 3

COOK INLET TRIBAL COUNCIL, INC.

is the nonprofit social service agency of CIRI
with a mission to work in partnership with Our People
to develop opportunities that fulfill Our endless potential.

NATIVE INTERN PROGRAM

NURTURING OUR FUTURE LEADERS

Cook Inlet Tribal Council, Inc. has developed a specialized retention and advancement program to increase the pool of Alaska Native staff eligible and qualified for management positions. The program began in 2003 in the Recovery Services Department and has since been adopted company-wide as a formal personnel policy.

CITC program managers may recruit and select a qualified CITC Alaska Native or American Indian employee from within their department staff for an intensive 12-month internship. The skill areas covered include grant monitoring, program evaluation, outreach, continuous quality assurance, financial oversight, and human resources policies and procedures.

Accepted participants work with their mentor to craft a management training plan complete with goals and objectives for each of the skills they will need as a future director. Interns participate in management team meetings, receive financial assistance toward education and training, and an increase in pay subject to available funding.

Management interns have become a major part of the future plans for CITC as they develop director-level skills and grow into their roles as leaders.

“The Management Intern program has provided me with a fantastic opportunity to work and develop into the leader I hope to become. There now exists a wealth of paths for me to use to contribute to our mission. The enhanced opportunities now in place will definitely help Our People reach their potential,” said Gary Hanson, participant in the Native Intern program. 🍷



Some of the current and past interns pictured from left to right: Shannon Sommer, Amy Loyd, Gary Hanson, and Carol Wren

PRESIDENT’S MESSAGE *Continued from page 2*

stakeholders and staff members.

Furthermore, CITC will soon begin development of a comprehensive plan to guide hiring in all areas of the organization that will be reflected in our philosophy statement. I anticipate that this will include adding a recruiter specifically responsible for enhancing Alaska Native representation in our staff.

Valuing all staff while promoting a stronger Alaska Native

presence within our organization not only cultivates leadership in our community but also brings us closer to true fulfillment of our mission. 🍷

Sincerely yours,

Gloria O’Neill

Gloria O’Neill
President/CEO

HIRING TRENDS AT CITC

NATIVE JOB OPPORTUNITIES CONTINUE TO GROW AT CITC

The mission of Cook Inlet Tribal Council, Inc. is to work in partnership with Our People to develop opportunities that fulfill Our endless potential. In addition to participant services, CITC's goal is to promote Native hiring preference and the retention of qualified Alaska Native and American Indians within CITC's diverse workforce.

CITC's growth has significantly influenced its workforce. Since 2002, CITC has increased program funding support, expanded services and strengthened its operational infrastructure. At the same time, it has raised its expectations and strengthened qualifications for workforce positions. While sources of funds increased 22 percent between 2002 and 2005, CITC's total workforce nearly doubled. In 2005, a total of 163 Native and Native family members are employees making up 63.4 percent of CITC's workforce.

Several strategies have been adopted by CITC to increase Native hire and retention. Job vacancy announcements are sent to all Native nonprofit service organizations, tribal governments and ANCSA corporations. CITC's website contains an on-line job application feature. Job vacancy ads appear in select Alaska newspapers. Alaska's People, an employment referral department of CITC, assists with Native hire through its linkages with job centers and unions

throughout Alaska.

CITC is working to fill its department management positions with qualified Alaska Natives as openings occur. Currently, 75 percent of these positions are filled by qualified Alaska Natives. In part, CITC is making this possible through its management internship program. CITC introduced its management internship program nearly three years ago to train and mentor Alaska Native employees who meet the management position's eligibility and qualifications requirements. Two current department directors were hired through this program. CITC has scholarship opportunities to enhance employee job skills once they are hired by CITC. Mentors prepare individuals for higher level positions within the organization.

CITC is working on multi-year funding for service sustainability and job stability to ensure program continuation and employee retention. CITC offers flexible work hours and leave plans designed to accommodate the challenges of balancing work, family and other responsibilities. CITC will continue to prioritize Native hiring preference for qualified Alaska Native and Native American job applicants so they may achieve their endless potential. 🍷

NEW HUMAN RESOURCES DIRECTOR AT CITC

Kristin Donovan has been hired as CITC's new Human Resources Director. Kristin is the former project director of CITC's MEDIAC program in the Education Department. The Human Resources Director will be a team leader in human resource policy and planning, employee development, staffing and performance management training, as well as the development of a human resources data tracking system. This position will work closely with the Director of Alaska's People.

Kristin, a CIRI shareholder, was raised in Anchorage and is of Tlingit descent. She has a bachelor's degree from the University of Arizona, Tucson and a Masters Degree in Business Administration from UCLA. She joins CITC with an extensive background in human resources, including nine years with Conoco Phillips. Her most recent position at Conoco Phillips was Director of Human Resource Services. Kristin is excited to play an important role in fulfilling CITC's mission through strong development of the Human Resources Department. Kristin commented, "I feel extremely fortunate to have been given the opportunity to serve as CITC's HR Director. While I have greatly enjoyed my tenure at MEDIAC, I think that I may be able to contribute more by serving in an HR capacity. I look



*Kristin Donovan,
CITC Human Resources Director*

ALASKA'S PEOPLE

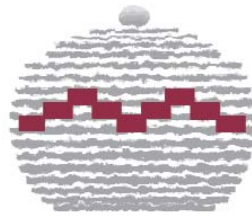
A new look and a new focus

The pace has not slowed down at Alaska's People! On average, 50 participants visit daily; of which 20 to 30 are new to the system. The Alaska's People staff has been getting out into the community, forging new relationships and reforming old relationships with previous employers. Alaska's People is welcomed by all employers. Many are very excited to be able to work side by side with CITC.

Alaska's People steers Alaska Natives and Native Americans in the right direction for employment. Originally formed in 1996 to promote the employment and training of Alaska Natives, Alaska's People has placed over 7,000 Native and non-Native workers at no cost to either employer or employee. Services offered through the division include: employment placement referral, resume development, career and job counseling, employee recruitment, training and education referral, student internship referral and career/job fair presentations.

The small but dedicated staff at Alaska's People is the reason for success in the community. They are very dedicated and focused on the job at hand and feel that by building important partnerships in the community they will be successful in accomplishing their important task.

Alaska's People (AKP) has been diligently working with major employers in the community, trying to discover what hiring challenges they are facing. AKP hopes to be proactive in meeting employer needs and supplying them with qualified employees. The AKP staff meets with new



ALASKA'S
PEOPLE

employers daily. Without exception the department's new vision is well received.

Just one example of AKP's success is helping the companies who are involved with the Dutch Harbor oil spill by screening, training, and referring qualified candidates. With the help of Jorie Zilys, CITC Tribal Scholarship Counselor, AKP has been able to train 85 participants in hazardous waste operations and emergency response (otherwise known as "Hazwoper"). Forty of these participants have already been employed in the clean-up effort with more being hired almost daily.

Alaska's People has another new focus: the program will soon be adding a much needed recruiter to the staff. This new position will cultivate new relationships with mid-level managers and supervisors not only in the community but around the state. This important position will help Alaska's People with placing mid-level managers and supervisors in the working community. This, along with AKP's proven ability to offer

entry level and "trades" workers, and our current focus of mid to executive level employment, will allow

us to offer all levels of employment to the hiring community. Come by and visit John, Barbara, Freida, Rose, Debra or Lonnie and they will be happy to show you around. The staff wants to meet everyone who is interested in Alaska's People. Together we can make a difference in the Native community. Call (907) 265-5964 to meet with an Alaska's People representative. 🍷



Alaska's People staff pictured above from left to right is: Rose Patterson, John Rine, Lonnie Jackson, Freida McCord, and Debra Nayokpuk. Not pictured is Barbara Burton.

CITC HUMAN RESOURCES DIRECTOR *Continued from page 4*

forward to supporting all of CITC's employees in their efforts to grow and develop, and I hope to be part of an

HR team that really makes a difference in our Native community." 🍷

EMPLOYMENT AND TRAINING SERVICES DEPARTMENT

EMPLOYMENT AND TRAINING ADVISORY COUNCIL GIVES GUIDANCE

The Employment and Training Services Department (ETSD) plays an important role in CITC's focus on Native hire. In the Fall of 2004, this department formed an advisory council to provide guidance in the employment of Our people and to aid in providing quality services to participants. This council includes members of the community, participants, CITC Board of Directors, and CITC staff members.

The ETSD Advisory Council provides advocacy for participants and programs. They provide methods for better communication between services and the CITC Board of Directors. The ETSD Advisory Council has examined program delivery and service issues within the department. One issue on the forefront is the influx of Alaska Native people into the Anchorage area and how to meet their service needs. Chairperson Thomas Huhndorf presented this to the CITC Strategic Planning Committee,

making certain the concerns are addressed.

Other members of the Advisory Council include Adam Pollock, Director of Social Services for Chickaloon Village Traditional Council; Parascovia Cabble, ETSD participant representative; Carrie McMillan, CITC 477 Coordinator; Debbie Fullenwider, CITC Board Member; Pam Stratton, Client Assistance Program Representative; Russ Cusiak, Alaska Division of Vocational Rehabilitation Administrator; Bea Peterson, CITC-ETSD Intensive Case Manager; Michael Tucker, CITC Board Member and Alaska Works Representative; Deborah Graham, CITC-ETSD Participant Representative; Kat Walker, Southcentral Foundation Child Care Representative; Carol Salo, MC Resource Management who serves as an Employer Representative for the committee; and Keith McCloud, of Knights Taxidermy who also serves as an Employer Representative for the committee. 🍷

CITC EMPLOYEES PARTICIPATE IN RURAL HUMAN SERVICES PROGRAM

On May 13, 2005, nine CITC employees from various departments completed UAF's Rural Human Services Program and received their RHSP certification. They include: Blanca Burford, Gloria Yates, Herman Goodhope, Helen Ford, Laura Schue, Mary Jones-Lewis, Oxenia Sonju, Shirley Ivie, and Timothy Johnson. Norma Jean Esmailka has just completed her 1st year.

The Rural Human Services Program (RHSP) is a two-year course of study for Alaskan village-based human services providers. It is intended for Alaska Natives who are natural helpers and healers in their communities, and it is designed to offer culturally appropriate training for village-based providers. Skills and training are provided in crisis intervention; suicide prevention; community development; and counseling in mental health, substance abuse, interpersonal violence, grief and healing. A unique aspect of RHSP is that it uses Alaska Native culture, traditions, and learning styles. Courses blend Native and



Pictured above are photos from the May 13 University of Alaska Fairbanks's Rural Human Services Graduation.

Continued on page 7

EMPLOYMENT AND TRAINING SERVICES DEPARTMENT

CITC TO ADMINISTER TRIBAL TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

Beginning July 1, 2005, Cook Inlet Tribal Council, Inc. will provide Tribal Temporary Assistance to Needy Families (Tribal TANF). CITC has been a provider of ATAP case management services to Alaska Native families receiving Alaska Temporary Assistance benefits for over 5 years and has decided to expand services to Alaska Native and American Indian families by offering both cash benefits and case management services to better assist Native families to achieve their endless potential.

The Tribal TANF program will serve Alaska Native and American Indian families living within the Municipality of Anchorage who meet the income eligibility criteria. The program expects to serve 700-800 families per year. The program will be enhanced by the already existing array of services offered by the Employment and Training Services Department and those offered by CITC as a whole.

CITC has been working very closely with the State of Alaska over the last year to ensure the change is a smooth one for both agencies and the families who will be transitioning to the new Tribal TANF program. CITC will be hiring 15 new employees in order to fully serve the families who will be participating in this new program. Hiring for the new positions will begin in June.

CITC is excited about the opportunity to implement a Tribal Temporary Assistance Program for the families living in the Anchorage area. The program will allow CITC more flexibility and creativity in helping participants to achieve

their personal goals and move their families into self-sufficiency. 🏠

IMPORTANT NOTICE: THE INTERIM ASSISTANCE PROGRAM IS TRANSFERRING TO COOK INLET HOUSING AUTHORITY

In our efforts to promote self-sufficiency and find more efficient ways of collaborating with our partners, beginning May 13, 2005, CITC no longer administers the Interim Assistance program for housing crisis assistance. Participant applications received prior to May 13 will be processed. CITC has successfully operated the Interim Assistance Program for Cook Inlet Housing Authority since its inception in 1997.

Cook Inlet Housing Authority recognizes the need for housing crisis assistance to homeless clients or those at risk of becoming homeless. A new program, known as the Housing Crisis Assistance Program is being developed by Cook Inlet Housing Authority and will begin August 1, 2005. Please contact Cook Inlet Housing Authority at 276-8822 if you have questions.

RURAL HUMAN SERVICES PROGRAM *Continued from page 6*

Western knowledge, values, and principles. The program emphasizes cooperative learning and is grounded in the oral tradition.

The Rural Human Services Program emphasizes the development of healthcare providers in rural Alaska via a statewide university program. The program draws extensively on resource people from the Native community, including elders. The content and delivery of the curriculum

reflects a strong multicultural emphasis, using an approach that enables rural students to enroll and be successful.

If you would like additional information on UAF's Rural Human Services Program please call: (907) 474-5696 or 1-800-478-5208. If you would like to speak to a local RHSP representative, call Candyce Childers at 279-2704. 🏠

CITC SERVICES DIRECTORY

PHONE NUMBERS

Main number	(907) 265-5900
Administration	297-2541
Human Resources	265-7930
Public Relations	297-2566
TTY	265-5945
Toll-free in Alaska	(877) 985-5900

ALASKA'S PEOPLE

Main number	265-5964
Toll-free	(888) 553-1213
Fax	265-5963

COMMUNITY SHARED SERVICES

Financial Services	265-7952
Information Technology	265-5954

CHILD & FAMILY SERVICES

Child Abuse Prevention	265-7953
Family Assessment Program	331-2006
Intensive Family Preservation	265-5924
ICWA Help Desk	269-4095
Safe Exchange and Visitation	331-2000
Fax	276-3372

EDUCATIONAL SERVICES SYSTEM

MEDIAK	258-5002
Partners for Success Program	297-2000
Tribal Scholarships & Grants	265-5904
Anchorage Youth Services	297-2000

EMPLOYMENT & TRAINING SERVICES

Career Development Center	265-7983
Child Care Assistance Prog.	265-7911
Hospitality and Tourism Institute	297-2036
Supported Work Services	265-5921
Tribal Vocational Rehab.	265-5944
Welfare to Work	265-5921

COMMUNITY SERVICES

Burial Assistance	265-5911
General Assistance	265-5911
Individual Development Acc.	265-5911
Supportive Services	265-5911

CAREER OPPORTUNITIES AT CITC

For information on current career opportunities, call our Human Resources Development office at (907) 265-7930 or email jbensoncarlough@citci.com. Visit our website at www.citci.com for a complete listing and how to apply.

RECOVERY SERVICES

RESIDENTIAL SERVICES (ERNE TURNER CENTER)

Emergency Care/Detox Unit	550-2427
Recovery Journey	550-2400
Wisdom Place	550-2400
Work Therapy	550-2400

CLARE SWAN OUTPATIENT SERVICES

Continuing Care Services	265-5997
Mobile Treatment Unit	265-5997
Something More	265-5997

INTERDISCIPLINARY SERVICES

Pathways	297-1721
Connections/SBIRT Program	265-7917

YOUTH OPPORTUNITIES

Native Youth Olympics	297-1772
Summer Camp at Ninilchik	297-1772
Youth Opportunity Program	297-1724
Rural Youth Services	297-1742
Mentoring Initiative	297-1774

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